



HOLIDAY PROVISIONS

FOR

METAL ROOFING SYSTEMS INSTALLER

IN

SAN FRANCISCO, SAN MATEO AND SANTA CLARA COUNTIES

MEMORANDUM OF UNDERSTANDING ("MOU")
BY AND BETWEEN
SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION
LOCAL UNION NO. 104
AND
BAY AREA SMACNA

STANDARD FORM OF UNION AGREEMENT ("SFUA") ADDENDUM ONE AND TWO
EXTENSION

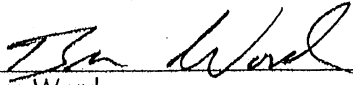
This MOU extends all contractual terms and conditions, with the exception of the wages noted below, of the current (July 1, 2006 – June 30, 2010) SFUA and Addendum One and Two between the parties, effective December 11, 2008 through June 30, 2013.

ADDENDUM NUMBER ONE TO THE SFUA ITEM 1. WAGE AND FRINGE
SCHEDULE, SECTION A


	7.1.09	7.1.10	7.1.11	7.1.12
Building Trades	\$3.50	\$4.00	Wage Reopener	Wage Reopener
Material Expediter	\$1.25	\$1.45	Wage Reopener	Wage Reopener

LIGHT COMMERCIAL ADDENDUM NUMBER TWO TO THE SFUA ITEM 5.
WAGES

	7.1.09	7.1.10	7.1.11	7.1.12
Light Commercial	\$3.50	\$4.00	Wage Reopener	Wage Reopener
New Residential JP	\$2.20	\$2.50	Wage Reopener	Wage Reopener
AC Specialist	\$1.80	\$2.10	Wage Reopener	Wage Reopener
Service Tech	\$2.15	\$2.45	Wage Reopener	Wage Reopener



Bruce Word
Business Manager/President
SMWIA Local Union No. 104



Gary Schwenk
Executive Vice President
Bay Area Association of SMACNA Chapters

DATED: 12/11/08

DATED: 12/11/08

bw:jm opetu #3

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Div. of Labor Statistics & Research
Chief's Office

166-104-1

STANDARD FORM OF UNION AGREEMENT

AND
ADDENDA THERETO
BETWEEN

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION
LOCAL UNION NO. 104

AND
BAY AREA ASSOCIATION OF SMACNA CHAPTERS

EFFECTIVE JULY 1, 2006 THROUGH JUNE 30, 2010



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Div. of Labor Standards & Research
C. 672 OFFICE

SHEET METAL WORKERS INTERNATIONAL ASSOCIATION
LOCAL UNION NO. 104

2510 CROW CANYON ROAD, SUITE 300

SAN RAMON, CA 94583

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ITEM 8. HOLIDAYS

SECTION A. The following days are recognized holidays:

New Year's Day, Presidents' Day, Martin Luther King, Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Day and day after Christmas or days locally observed as such. Any holiday falling on Saturday shall be observed on the previous Friday. Any holiday falling on a Sunday shall be observed on the following Monday.

SECTION B. When Christmas falls on Friday, Saturday or Sunday, Friday and Monday shall be observed as the contract holidays.